

*Community Input Meeting Notes
For the Police Chief Recruitment
Roosevelt Community Center –
Tuesday, August 24, 2010*

On August 12, 2010, the City Manager announced the three part Police Chief Recruitment outreach strategy: (1) Citywide Community Meetings (2) Police Department Workforce and Labor; and (3) Targeted Stakeholder Outreach. The following is a summary of the comments from the initial Community Input Meeting for the Police Chief recruitment held on August 24, 2010 at 6:00pm at the Roosevelt Community Center, 901 East Santa Clara Street, San Jose, CA 95112. The summary is compiled from the facilitator's notes that were captured on flip chart paper during the public meeting. It is not a verbatim account of all discussions that occurred at the meeting.

Meeting opened at 6:05 pm

City Manager Debra Figone opened the meeting to welcome attendees, provided an overview of the process and community outreach strategy and introduced the evening's facilitator, Dr. Shawn Spano. Dr. Spano informed attendees the purpose of the meeting, announced the various ways that the community can submit input (attendance at community meetings, email recruiter and fill out online survey) and introduced the Executive Recruiter, Teri Black-Brann. Ms. Black-Brann gave a short presentation regarding the recruitment timeline and made herself available for questions throughout the meeting. Dr. Spano informed attendees that they would be split into groups and explained that each group's facilitator would report out on the major themes of the questions. Dr. Spano introduced the five questions and subsequently, the group discussions started. Ms. Figone and Ms. Black-Brann were observing the dialogue occurring in respective groups.

Question/Comment #1: What are the most important issues that you would like the new Police Chief to address?

Protect and serve the public from police abuse or misconduct.	Focus on what community says	Honesty
Build a culture where officers will seek to create relationships/connect with community and focus on activities that would strengthen community policing; Research and review previous successful programs internally/externally.	Review the existing the 6 month shift and other models	Recognize critical role of IPA
Perception of unfairness by community groups (e.g. Police Department abuse and misconduct)	Vehicle check points on Latino community	Car impounding policy/issue - 30 days
Immigrants have become targets so chief should be aware of legal ramifications that prevent interaction with police and the view and concern of immigrants' willingness to interact with police at this current time.	Rotations too short to have close relationships with community	Serving victims of crime - relationship needs to be strengthened
Communication and relationship building between Police Officers and Diverse Communities	Help to stop the growth of gangs and violence associated	More education, dialogue, clarification of goal
Open Access/Open Government with Police Records for assisting victims of violence	Stronger communication between beat officers and community	Good communication with elected officials
Experience handling issues of mental health and illness and coordination with experts internally/externally	Develop training for officers in working with community for better dialogue	Transparency and oversight
Recognize officers' good work/other leaders supporting public safety.	Develop a Youth Advisory Board to listen to views and issues impacting youth	

Question/Comment #2: What experience and track record should the new Police Chief have?

Working in diverse communities and record of problem solving in such communities	More than just experience in administration	Civic Rights consciousness
Experience in recruiting diverse staff	Track record of promoting diversity	Strong skills in this area
Has strong record in maintaining relationships with CBOs, community, leaders and multicultural communities	Record of community policing	Enforcement of law fairly
Track record of dismissing and prosecuting abusive police officers	Record of restoring trust in a Police Department	Experience with similar size of City police force.
Strong Track Record and Experience with mediation skills, ties to the job and community so that there is a balance of police and community view	Can work within budget and under budget	Good Public Relations
Ability to work with both sides and problem solve in situations where there are different views; has proven track record working with Department and community groups; ability to build trust of officers	Experience w/managing a large, complex organization (e.g. 5 yrs)	Good Outreach Skills
No Political agenda of higher office; job record is stable with strong history in City; geographically stable and has long history with one city	Experience with working with a multi-culture, diverse community and staff	Experience with Beat Patrol
Experience working with all groups and nationalities	Knowledge of San Jose multicultural communities	Recognize special needs of youth
Well rounded experience and worked in multiple experience	Goes after "Real Crimes"	

Question/Comment #3: What are the most important skills and characteristics the new Police Chief should have?

Examine and change policy; review best practices from other cities and review how to deal with union contracts	Act on community input	Be direct and honest with community
Chief must have ability to build relationships with immigrant community. Chief must develop policies that are immigrant friendly.	Send information about patrol officers to residents	Don't manipulate information
Promote training for department and officers to be culturally sensitive, aware and strong relationship building with courtesy.	Experience with demographics that are similar to San Jose	Understands global of community
Fairness dealing with all stakeholders (e.g. POA, Council and community - geographic locations and class distinctions)	Fairness to all segments of the community	Common sense
Chief should be Bi-lingual, even tri-lingual and aware of other communities.	Able to create space for communities to express needs	Cultural Sensitivity Awareness
Committed to community policing and building - know community members by name	Accessible for dialogue, not secluding themselves	Praise or scold police department depending on situation
Able to acknowledge weaknesses within police department (be objective and admit fault)	Transparent with Latin communities	Integrity
Innovative decision making; looking at progress via anecdotal views, not by crime stats	Honest, Humane, Just/ in decision making (fair)	Trust
Change management with workforce and community	Sustainability with progress; consistent success, not just 1-time and one-hit wonder	Communication with Everybody
Sincere/connects to groups;	Ability to clearly communicate with the	Able to make hard

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attends/present/takes an interest in community concerns/activity; be available	public - speaking simple and understanding terms	decisions
Communicating vision and goals to make sure to gain support of workforce on vision and goals	Understands/has experience working with different cultures and communities	Listens to all points of view
Has helped to reduce crime, gang violence and has strong track record with initiatives, programs implemented that have been measured	Seek community input when deciding on policy, plans, and programs. Assess/know when to solicit community for help	Awareness of San Jose Police Department and community issues

Question/Comment #4: Is there anything else you would like the City to consider when selecting the new Police Chief?

Need somebody who can and have the integrity to do what needs to be done by not condoning abusive police behavior	Provide community with overview of position, roles, functions and purview of police chief	More flexibility in the process
Idea for new PD Chief is opportunity for change, assess status and situation with community and stakeholders and workforce; also able to develop new goals and initiatives	Select new chief in accordance to SJ Demographics and ability to connect with community	Ensure Public input is used
Knowledge and experience working with immigrant community, including an strong understanding of existing policies and has problem solving methods	Has non-traditional view, ideas, and experience in this area	City should look at other recruitment processes
Manage relationship of all different levels of government, including strong track working with IPA offices and citizen review boards	Share work plan and make available to community (e.g. calendar on line)	Good relationship with Media
Access to information and open government		

Question/Comment #5: What are you willing to do or contribute to ensure the success of the new Police Chief?

Provide new PD Chief with input that is honest, consistent and be active in supporting success of Chief. Volunteer to support programs (e.g. mental illness.)	Citizens can do ride-along helps to appreciate good work of police department	Will be present at community meetings
Assist with developing partnerships with schools and neighborhood associates	Ask/Recruit immigrant/ethnic community members to apply the Police Department	Builds bridges with community as well as police department
Responsibility of neighbors to know beat cops assigned to areas, Neighborhood Watch programs are a process to make this happen.	Establish community group and taskforce to help new PD Chief w- policies and partnerships (e.g. community policing)	Serve as community representative and ambassador
Form Neighborhood Watch Programs; be active/bridge to the community; support outreach; help take complaints and volunteer at sub stations	Understand challenges of youth and teens	Willing to go to neighborhoods that need attention (e.g. gangs)
CBOs can assist new PD chief to work/understand underserved (e.g. language barriers, homeless, prison/jails, mentally ill, disabled, etc.)	Keep an open mind; welcoming new chief	Provide report card on how they are doing on the job
Build relationships with community to mitigate stereotypes	Maintain development and attendance at community meetings	CBOs can provide training on how to communicate w-diverse cultures
Be resourceful and provide information and be contact persons for diverse and all communities	Assist witnesses to bring and share information with police	Assist with communication plan to community

